

FIELD MARKETING & MANAGEMENT, INC.  
MARLBORO VAN PROGRAM**MATERIALS AND VOLUNTARY DEDUCTION AGREEMENT**

In the course of my employment with Field Marketing & Management, Inc., I will be provided with various item including materials, manuals, equipment, product, and premiums.

I understand that I am responsible for all items provided to me.

I understand that I am to return these items to Field Marketing & Management, Inc., or whoever they designate end of my employment or upon request.

I voluntarily authorize Field Marketing & Management, Inc. to make the necessary deductions from my payched bonus checks, and/or expense check(s) as reimbursement for any materials, manuals, equipment, product, or premiums that are not returned within seven days of the end of my employment or from the date of the request to return these items. I further agree to pay all reasonable costs, including legal fees and court costs, associated with retrieval and/or reimbursement for all materials, manuals, equipment, product, and premiums.

I acknowledge receipt of the items listed below:

SPR Manual

Market Manager Manual

Computer Manual

Manual # \_\_\_\_\_

Manual # \_\_\_\_\_

Manual # \_\_\_\_\_

Equipment: (list)

\_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

Uniform: (list)

5 shirts  
 \_\_\_\_\_  
 \_\_\_\_\_

Other: (list)

\_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

Machelle Dass

Print Name

Witnessed by (Print Name)

Machelle Dass

Signature

Signature

7/22/98

Date

Date

2070825974